

MEMORANDUM

Agenda Item No. 11(A)(13)

TO: Honorable Chairman Jean Monestime
and Members, Board of County Commissioners

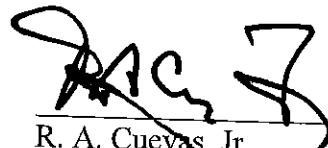
DATE: June 30, 2015

FROM: R. A. Cuevas, Jr.
County Attorney

SUBJECT: Resolution establishing County policy to implement additional Miami-Dade Police Department recruiting classes, as and when necessary, to offset the anticipated loss of officers due to retirement or enrollment in the Deferred Retirement Option Program; and directing the County Mayor to prepare and submit a report to this Board regarding a plan for implementation of this policy

A substitute was presented and forwarded to the BCC without a favorable recommendation at the 6-10-15 Metropolitan Services Committee. The substitute differs from the original item in that it directs the Mayor or the Mayor's designee to ensure that all incoming Miami-Dade Police Department recruiting classes are diverse and representative of the County's multicultural community. The substitute also requires implementation of the policy beginning in fiscal year 2015-2016 as opposed to fiscal year 2014-2015 and completion of the report to the Board within 30 days in order to better accommodate the timeline for adoption of the 2015-2016 County budget.

The accompanying resolution was prepared and placed on the agenda at the request of Prime Sponsor Commissioner Rebeca Sosa.



R. A. Cuevas, Jr.
County Attorney

RAC/lmp




MEMORANDUM

(Revised)

TO: Honorable Chairman Jean Monestime
and Members, Board of County Commissioners

DATE: June 30, 2015


FROM: R. A. Cuevas, Jr.
County Attorney

SUBJECT: Agenda Item No. 11(A)(13)

Please note any items checked.

_____ **"3-Day Rule" for committees applicable if raised**

_____ **6 weeks required between first reading and public hearing**

_____ **4 weeks notification to municipal officials required prior to public hearing**

_____ **Decreases revenues or increases expenditures without balancing budget**

_____ **Budget required**

_____ **Statement of fiscal impact required**

_____ **Ordinance creating a new board requires detailed County Mayor's report for public hearing**

_____ **No committee review**

_____ **Applicable legislation requires more than a majority vote (i.e., 2/3's _____, 3/5's _____, unanimous _____) to approve**

_____ **Current information regarding funding source, index code and available balance, and available capacity (if debt is contemplated) required**

Approved _____ Mayor
Veto _____
Override _____

Agenda Item No. 11(A)(13)
6-30-15

RESOLUTION NO. _____

RESOLUTION ESTABLISHING COUNTY POLICY TO IMPLEMENT ADDITIONAL MIAMI-DADE POLICE DEPARTMENT RECRUITING CLASSES, AS AND WHEN NECESSARY, TO OFFSET THE ANTICIPATED LOSS OF OFFICERS DUE TO RETIREMENT OR ENROLLMENT IN THE DEFERRED RETIREMENT OPTION PROGRAM; AND DIRECTING THE COUNTY MAYOR OR THE MAYOR'S DESIGNEE TO PREPARE AND SUBMIT A REPORT TO THIS BOARD REGARDING A PLAN FOR IMPLEMENTATION OF THIS POLICY AND TO INCLUDE THE PLAN FOR IMPLEMENTATION OF THE POLICY AS PART OF THE COUNTY BUDGET COMMENCING FISCAL YEAR 2015-16

WHEREAS, the Miami-Dade Police Department ("MDPD") is tasked with promoting a safe and secure environment for Miami-Dade County (the "County") residents while maintaining order and enforcing the law; and

WHEREAS, in order to efficiently carry out its mission, MDPD must be able to attract police officers, adequately train them, and retain said officers over time; and

WHEREAS, MDPD currently employs 2,655 police officers, down from over 3,067 officers just five years ago; and

WHEREAS, MDPD has experienced a decrease of over 700 police officers since 2010; and

WHEREAS, over the next two fiscal years, MDPD will lose the services of over 115 police officers who are currently enrolled in the Deferred Retirement Option Program ("DROP"), including the current Director, an Assistant Director, two Chiefs, and eight Majors; and

WHEREAS, in 2016 alone, MDPD projects to lose the services of over 75 police officers who are retiring through DROP; and

WHEREAS, in a typical month, between 9 and 10 officers are lost due to attrition or retirement; and

WHEREAS, from fiscal years 2009-10 to 2011-12, MDPD hired just 50 officers, with no officers hired in two fiscal years (FY 2009-10 and FY 2011-12); and

WHEREAS, despite a net loss of 10 officers in fiscal year 2012-13, 77 officers in fiscal year 2013-2014, and 14 officers so far in this fiscal year as of January 2015, MDPD has only had one recruiting class in the past year; and

WHEREAS, during fiscal year 2013-14, MDPD hired 49 officers, but lost 126 officers due to retirement or attrition; and

WHEREAS, recruiting classes are necessary and critical to replenish the MDPD workforce, offset the loss of officers through DROP, and ensure that there are enough officers to carry out MDPD's mission to ensure the safety of County residents; and

>>**WHEREAS**, efforts should be made to ensure that additional recruiting classes are diverse and representative of the County's multicultural community; and<<¹

WHEREAS, this Board has long supported measures which will enhance the livelihood of County residents and promote our general welfare,

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF MIAMI-DADE COUNTY, FLORIDA, that this Board:

¹ The differences between the substitute and the original item are indicated as follows: Words stricken through and/or [[double bracketed]] shall be deleted, words underscored and/or >>double arrowed<< are added.

Section 1. Establishes as its policy to implement additional MDPD recruiting classes, as and when necessary, to offset the anticipated loss of officers due to retirement or enrollment in the DROP program in order to ensure that there are enough officers to carry out MDPD's mission to provide safety to County residents (the "Policy").

Section 2. Directs the County Mayor or the Mayor's designee to prepare and submit a report to this Board, which shall, at a minimum: (1) evaluate the necessity of adding additional MDPD recruiting classes to offset the anticipated loss of officers due to retirement or enrollment in the DROP program~~[[, including for fiscal year 2014-15 and]]~~ >>for<< the next five fiscal years >>, beginning in fiscal year 2015-2016<<; (2) describe potential funding sources to fund an increase in the number of MDPD recruiting classes per fiscal year~~[[, including fiscal year 2014-15 and]]~~ >>for<< the next five fiscal years >>, beginning in fiscal year 2015-2016<<; (3) include details regarding how many recruiting classes are needed to offset the anticipated loss of officers due to retirement or enrollment in the DROP program, as well as the fiscal impact of implementing such classes for the next five fiscal years; and (4) design a plan for implementation of the Policy commencing fiscal year ~~[[2014-15]]~~ >>2015-2016<<. The County Mayor or Mayor's designee shall provide the report to this Board within ~~[[60]]~~ >>30<< days of the effective date of this resolution and shall place the completed report on an agenda of the Board pursuant to Ordinance No. 14-65.

Section 3. ~~[[Further directs the County]]~~ >>The<< Mayor or the Mayor's designee >>is further directed<< to >>ensure that all incoming MDPD recruiting classes are diverse and representative of the County's multicultural community and to<< include the Mayor's recommended plan for implementation of the Policy as part of the ~~[[Mayor's proposed]]~~ County budget commencing with the ~~[[Mayor's proposed]]~~ fiscal year 2015-16 County budget.

The Prime Sponsor of the foregoing resolution is Commissioner Rebeca Sosa. It was offered by Commissioner _____, who moved its adoption. The motion was seconded by Commissioner _____ and upon being put to a vote, the vote was as follows:

Jean Monestime, Chairman

Esteban L. Bovo, Jr., Vice Chairman

Bruno A. Barreiro

Jose "Pepe" Diaz

Sally A. Heyman

Dennis C. Moss

Sen. Javier D. Souto

Juan C. Zapata

Daniella Levine Cava

Audrey M. Edmonson

Barbara J. Jordan

Rebeca Sosa

Xavier L. Suarez

The Chairperson thereupon declared the resolution duly passed and adopted this 30th day of June, 2015. This resolution shall become effective upon the earlier of (1) 10 days after the date of its adoption unless vetoed by the County Mayor, and if vetoed, shall become effective only upon an override by this Board, or (2) approval by the County Mayor of this Resolution and the filing of this approval with the Clerk of the Board.

MIAMI-DADE COUNTY, FLORIDA
BY ITS BOARD OF
COUNTY COMMISSIONERS

HARVEY RUVIN, CLERK

By: _____
Deputy Clerk

Approved by County Attorney as
to form and legal sufficiency.

Javier Zapata

